

# OUT & About



The Pacific Region  
Outreach Newsletter



## Theme: Diversity

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### Upcoming Themes:

Spring — Law Enforcement  
Summer — Public Involvement  
Fall — Indigenous People  
Winter — Grants

## Designing Accessible Facilities

*Nisqually NWR's new facilities an important outreach tool*

By Sheila McCartan

When a 500 year flood covered most of Nisqually National Wildlife Refuge in the spring of 1996, many facilities already in poor condition were severely damaged. What originally seemed like a disaster, at the time, turned out to be a rare opportunity to rebuild the refuge.

Congress stepped forward with funding and the refuge staff invested three-and-a-half years to plan, design, and build a new visitor center, maintenance compound, office, and one-mile trail. These new facilities — dedicated in October 1999 — are already helping to showcase the benefits of providing top quality

interpretive and educational experiences to *all* of the public.

So where do the Americans with Disabilities Act, Architectural Barriers Act, and the amended Rehabilitation Act of 1973 fit into this? Everywhere. From the very beginning to the end of the project. From the sidewalks without curbs to the height of the boardwalk railing, accessibility guidelines were an integral part of planning and design.

During this process we realized that it's not only the law to provide equal recreational opportunities for all people; it's the smart thing to do.

See **DESIGNING ...** Page 12



Photo by: Diversity Office

*Wide walkways allow easy passage and low railings give children and those in wheelchairs a better view.*

## Partnering for Diversity

*Student Career Experience Program offers talented help*

By Shawnetta Grandberry

The Carlsbad Fish and Wildlife Office has found a winning combination: It is tackling important Service projects and improving workforce diversity by recruiting undergraduates from colleges and universities for its Student Career Experience Program (SCEP).

and universities to provide wildlife management studies and alleviate the shortage of trained wildlife biologists. CRUs work closely with the Service to identify and address research needs for the nation's fish and wildlife resources.

Today there are 40 CRUs in 38 states. Two are located at Historically Black Colleges and Universities: the Grambling Cooperative Wildlife Project at

### THE COLLEGE CONNECTION

Collaboration with institutions of higher learning began in 1935, when Cooperative Research Units (CRUs) were established at several colleges

See **PARTNERING ...** Page 10

# OUT & About

Out & About is published quarterly for Region 1 Fish and Wildlife Service employees.

## STAFF

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## SUBMISSIONS

We welcome your submissions to Out & About. Regular sections in the newsletter are:

- Feature Articles
- Case Studies
- Outreach Accomplishments
- Trainings & Workshops
- Announcements
- Q & A
- Letters to the Editor
- Outreach Resources

Articles should be submitted by E-mail or 3-1/2 inch floppy and run 150 to 500 words. Gear writing to newsletter style; avoid technical jargon. Photos welcome. Publication is not guaranteed, though every effort will be made to use submissions.

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## SUBMISSION DEADLINES

Spring	April 1
Summer	May 15
Fall	August 15
Winter	November 15

Out & About has received U.S. Department of the Interior and Fish and Wildlife Service DI-550 approval.

*It is the policy of the U.S. Department of the Interior to ensure that individuals are not denied employment opportunities or program delivery because of their race, color, age (40+), sex (gender), national origin, religion, physical or mental disability. Unlawful discrimination in any form is strictly prohibited by agency policies and should be reported to the Fish and Wildlife Service Region 1 Equal Employment Opportunity Counselor, Office for Diversity and Civil Rights, 503/231-2081, 911 NE 11th Ave., Portland, OR 97232-4181.*

FROM THE ASSISTANT REGIONAL DIRECTOR

## Managing Diversity in the Workforce

*Service's Vision for Diversity Plan provides timely guidance*

By Dana Perez

*"If we cannot end our differences, at least we can help to make the world safe for diversity. For in the final analysis, our most basic common link is that we inherit this planet. We all breathe the same air. We all cherish our children's future. And we are all mortal."*

*President John Fitzgerald Kennedy*

Understanding and valuing our differences is a basic step in making the world "safe for diversity," a process that must include celebrating diversity in the workplace. Today, successful efforts to create and retain a diverse workforce require a mix of changes to occur in our work environment and organizational culture. These changes should embrace more than simple adjustments in the numbers and types of employees or the resolution of discrimination allegations.

Achieving and managing a diverse workforce is a complex, long-term challenge. Part of the challenge stems from the many ways of defining workforce diversity. For example, Civil Rights traditionalists often view workforce diversity as affirmative action or EEO complaints. Many human resource professionals see it in terms of affirmative action and recruiting.

Several line managers interpret diversity to mean eliminating or minimizing EEO complaints and costly workplace disputes. Still others think that managing diversity is only about providing career advancement for women and minorities in order to increase morale, employee retention, or make up for past employment inequities.

Managing workforce diversity is a process grounded in business necessity that recognizes differences beyond our race, sex, color, national origin, religion, age, disability, and sexual orientation categories. It includes many other elements, such as language, education, marital and parental status, and work experience.

Creating and managing a diverse workforce that reflects the composition of our society involves all of this, and more. It is a long-term, multifaceted process that builds upon our common links and celebrates our differences so that they enrich our work place and ultimately, "our children's future."



Photos by: Diversity Office

**ARD Dana Perez provides training at diversity workshop. (Below) Diversity office staffs new recruitment display.**

The Office for Diversity and Civil Rights (DCR) is here to help you create an environment that includes all people and encourages each to contribute to the fullest extent possible. The Service's management action plan, the *Vision for Diversity*, explores how to achieve this by cultivating creativity and productivity within a diverse workforce. Each of us is asked to understand this vision document, and to work actively to support it.

This issue of *Out & About* offers an insider's view of many programs aimed at achieving the vision of improving workforce diversity. We hope the articles acquaint you with new possibilities and inspire you to give some of these programs and resources a try. Please feel free to call me or our staff at 503/231-2260 to learn more about these excellent resources.

*Dana Perez is the assistant regional director for the Office for Diversity and Civil Rights.*

## Diversity Team Offers On-Site Workshop

*Interactive training at Western Washington Office gets great reviews*

By Gerry Jackson

There is no shortage of issues facing a U.S. Fish and Wildlife Service employee today. Beyond natural resource policy and biology, the human resource issues of recruitment, employment, and workplace interaction structure and guide our ability to accomplish the FWS mission.

With this in mind, I asked that Region 1's Office for Diversity and Civil Rights (DCR) staff present a training session to the entire Western Washington Office (WWO) in November 1999. I asked for "everything but the kitchen sink!" and "everything" is what we got, thanks to the talented DCR staff.

In an all-day, interactive format, the Western Washington Office received the most current information on a wide array of topics, from prevention of sexual harassment and methods of recruitment to accessibility and alternative dispute resolution.

The workshop really de-mystified these topics and made my staff more aware of and able to actively participate in the bigger picture of government/staff relations and government/public relations.

The workshop also opened new horizons for us. As a result, we are hiring a Career Awareness Institute student (see article,

### Diversity Office Ready to Help

The DCR Office provides guidance on training resources, materials, and vendors. It maintains an extensive video library and its staff will customize training for your office on a reimbursable basis. For information, call Mandy Olund at 503/231-2260.

page 5) in cooperation with the Nisqually National Wildlife Refuge, a Student Temporary Employment Program (STEP) student, and two Student Career Experience Program (SCEP) students (see article, page 1) for our office. Our SCEP recruitment has attracted dozens of applicants from local colleges and universities and challenges us to pick the best of many!

The Service's success in meeting its mandate depends on the success of each of us in recruiting diverse, capable people, and maintaining a safe, satisfactory (even inspiring!) work environment. Region 1's DCR Office is an incomparable resource to help us achieve this high standard. I encourage you to use it.

*Gerry Jackson is manager of the Western Washington Office.*

*"The workshop really de-mystified these topics and made my staff more aware and able to actively participate."*

## Native Americans Enrich Festival

*English class provided link to Wild on Wetlands event*

By John Fulton

When the *Wild on Wetlands Weekend* festival was conceived in 1996 in Los Banos, California, we hoped to attract a diverse audience to help celebrate the Refuge System's March birthday amid some of the Central Valley's most extensive wetlands. Native Americans once thrived here, followed by Basque, Portuguese, Spanish, French, and Italian farmers and ranchers. Now Asian and other cultures have joined the mix. How could some of this rich cultural heritage add diversity to the festival and our audience?

Sometimes opportunity knocks on the back door! A routine visit from a Modesto Junior

College English class to San Luis NWR prompted the teacher to call back and ask if a group of Native Americans interested in preserving and sharing their culture could participate in *Wild on Wetlands*.

The Red Nations Club's exhibit has been a huge hit among children. They make dolls out of tules, share Native American lore, and convey a reverence for the earth that adds a special spiritual dimension to the event. All this — from a guided tour given to a college English class!

*John Fulton is the public use manager at San Luis NWR Complex.*





## Celebrate Diversity

*An important key to success in an ever-changing world*

*“Remember this:*

*None of us is*

*as smart as*

*all of us.”*

By Rick Coleman

**Y**ou’ve heard it a thousand times over. Our world is changing at a faster and faster rate. Our success as an agency today depends on our ability to quickly adapt. New challenges (opportunities) for conserving natural resources and/or informing the public appear daily.

Remember this: None of us is as smart as all of us. The diversity of our workforce provides the greatest breadth of knowledge, talents, and perspectives to identify new opportunities, analyze options, and implement the best course of action. If we were all the same, our ability to respond in these areas and therefore, our success, would be far more limited.

Our diversity is our strength! It’s easy to lose sight of that. We are afraid that what is different may detract from our efforts to create a harmonious workforce. We forget that the appeal, and success, of a harmonious chord comes from the precise differences of the simultaneous notes.

How often do we “mine the group’s gold?” How often do we acknowledge people for trying something new? How often do we seek another point of view, especially *because* it is different?

When a coworker offers a different perspective because of his or her background or cultural traditions, how do we react? Do we encourage them to be more like us, or do we honor our collective differences and maximize that strength?

When we form a “team,” do we choose people who are just like us — only the people with whom we are most comfortable — or do we carefully assemble the mix of knowledge, talents, styles, and backgrounds needed for the task?

When you look at the job of managing some of the nation’s most precious fish and wildlife resources, you realize that everything we accomplish for fish and wildlife is done by people and for people. The diversity within our workforce is really one of the Service’s principal assets in helping us to engage all of the nation’s peoples in preserving its fish, wildlife, and plant resources.

To celebrate and safeguard these resources we must, as an agency, celebrate and cultivate our diversity. **O**

*Rick Coleman is the assistant regional director in the Office of External Affairs.*

### RESOURCES: Displays, Exhibits, and Publications

#### Region Develops Recruitment Display

Need a fresh new display for a recruitment fair? The Office for Diversity and Civil Rights and regional field stations have put together an upbeat 8 x 10 foot photo display that promotes the Service as a great employer and includes information about positions and associated benefits. A smaller 6 x 4 foot table top display is also available. For information, contact Mandy Olund at 503/231-2260.

#### Birders World Magazine

This glossy monthly is now featuring information about national wildlife refuges, including local bird festivals, and looking for suggestions for refuge feature articles. For more information, call editor Greg Butcher at 414/796-8776 or E-mail at: [mail@birdersworld.com](mailto:mail@birdersworld.com)

#### More on Accessible Web Sites

The World Wide Web Consortium’s Web Accessibility Initiative has developed guidelines for offering accessible web sites. They are not yet enforceable under ADA standards but are highly recommended. For information, check out: <http://www.w3c.org/WAI>

#### International Migratory Bird Day (IMBD) May 13

One hundred zoos and aquariums across the country have now joined the May 13 IMBD celebration. Check the IMBD products catalog at [www.americanbird.org](http://www.americanbird.org). Enter your events on the IMBD registry accessed through the Service’s Intranet site ([sii.fws.gov](http://sii.fws.gov)) or the Refuge System homepage ([www.refuges.gov](http://www.refuges.gov)).

# Institute Trains College Students

*Read about two Region 1 successes with the Career Awareness Institute*

By Phil Delphey, Roy Heberger, and Kathleen Fulmer

The Career Awareness Institute (CAI) is a Service-sponsored biology training program for college sophomores and juniors majoring in natural resources fields. CAI students receive two weeks of academic training at NCTC and a seven-week field work assignment. Sites accepting CAI students are asked to expose them to various careers and work experiences. Hopefully, these two Region 1 success stories will motivate you to try the CAI program.

## TURNBULL NWR

Turnbull National Wildlife Refuge has hosted CAI students for the past nine years. Last summer we welcomed Tiffany Jackson, a junior biology major at Coppin State College in Baltimore, Maryland. With little natural resources experience, she confessed her hope that the CAI program would boost her understanding of wildlife conservation.

Jackson began her stay with a week-long refuge orientation that included everything from viewing videos and reading to taking first aid/CPR training and shadowing the refuge staff.

Then Jackson helped biologists maintain six water level recording stations and assisted with duck banding, mist-netting, and surveying bats. About mist-netting she wrote in her daily journal, "Today was the best day yet, I woke up at 3:30 A.M. It was cold, but I didn't care about any discomfort when I held my first bird."

Among her many other activities, Jackson helped maintain a riparian habitat restoration. She developed a regional refuge exhibit that was later used at the Leavenworth Salmon Festival and the Spokane Interstate Fair. She worked at community outreach events with youth groups, our Americorps volunteers, and the local Friends group. And she managed to visit several other FWS stations, as well.

Jackson covered a lot of distance in six weeks, noting in her journal that she believes in "conserving all of the resources for the future" and that "all types of animals are important for the survival of the American people."



Photo by: Snake River Basin Office

## SNAKE RIVER BASIN OFFICE

Tad Kisaka joined the Snake River Basin Office after completing his freshman year as a Fishery Resources major at the University of Idaho. We arranged several, multi-week "stints" to expose him to a number of natural resource career opportunities at several settings within the Service.

Prior to his NCTC training, Kisaka assisted at Kooskia National Fish Hatchery. He also worked with Idaho Fishery Resource Office biologists on the Clearwater River, Ahsahka, Idaho, helping to conduct stream surveys of Snake River fall chinook salmon and steelhead.

He then spent two weeks in central Idaho, where he worked with the Nez Perce Tribe tracking radio-collared gray wolves and calves to study wolf predation on domestic livestock on public lands. He kept a journal chronicling this exciting assignment, as well as many technical, sociopolitical, and ecological lessons on how the Service works with the private sector, different agencies, and sovereign nations.

A few more assignments brought an end to the CAI program for Kisaka, but we were able to convert him to the Student Career Experience Program to allow both his training and new skills to continue to develop over the next few summers.

*Phil Delphey, fish and wildlife biologist and Roy Heberger, assistant supervisor, work out of the Snake River Basin Office. Kathleen Fulmer is a refuge operations specialist at Turnbull NWR.*

*"It was cold, but  
I didn't care  
about any  
discomfort when  
I held my first  
bird."*

— Tiffany Jackson

## Creative Ways to Recruit

*“Special Hiring Authorities” can change the face of your workforce*

By Mandy Olund

Imagine what the Service would be like if we always stuck to tradition! After all, biology is a traditional science that relies upon time-proven methods and practices. At the same time, today biologists have an array of powerful tools to make scientific methodologies work better or more efficiently, such as global position satellites, high-tech computer modeling programs, and more.

Likewise, managers and supervisors in the Service rely on traditional, time-honored methods for filling vacant positions, such as advertisement through the Office of Personnel Management (OPM). In fact, last year OPM helped fill 95 percent of our vacancies.

Over the years a number of other methods have been devised to help build a highly qualified, skilled, and diverse workforce. They are called Special Hiring Authorities (SHAs) and they target specific audiences for employment. SHAs usually allow non-competitive temporary hiring, with an opportunity for conversion to permanent at the end of the hiring term.

For example, through the Student Career Experience Program (see SCEP article, page 1) the Service already has a special bond with colleges and universities that can be utilized.

But did you know that you can permanently hire a college graduate with a


### Special Hiring Authorities Options

Persons with Disabilities Employment Program  
Disabled Veteran Program  
Outstanding Scholar  
Bilingual/Bicultural Appointments  
Student Career Experience Program  
Peace Corps Personnel  
Former Peace Corps/VISTA Volunteers  
Worker-Trainee Program  
Contiguous Appointing Authority

high grade point average through the Outstanding Scholar program? Or that you can easily and non-competitively hire Peace Corps/VISTA workers, or disabled persons, including veterans?

Or that the Contiguous Appointing Authority allows easy appointments for several job classifications when they are located in very remote areas?

SHAs complement traditional recruitment methods by providing a diversified pool of highly qualified candidates. Think about them the next time you have vacancies.

To learn about SCEP, contact Mandy Olund at 503/231-2260. Learn more about other SHAs from your servicing Personnel Office. 

*Mandy Olund is an affirmative employment program officer in the Office for Diversity and Civil Rights.*

### Upcoming Events

#### Aleutian Goose Festival

**When:** March 24-26

**Where:**

Crescent City, CA

**Contact:** Rick Hiser

707/465-0888

[www.delnorte.org/soar](http://www.delnorte.org/soar)

#### Othello Sandhill Crane Festival

**When:** March 24-26

**Where:** Othello, WA

**Contact:** Othello

Chamber of Commerce

509/488-2683

800/684-2556

#### Heron Days Festival

**When:** April 7-9

**Where:** Clear Lake, CA

**Contact:**

Redbud Audubon

707/994-2024

#### John Scharff Migratory Bird Festival

**When:** April 7-9

**Where:** Burns, CA

**Contact:**

Harney County

Chamber of Commerce

541/573-2636

[www.harneycounty.com](http://www.harneycounty.com)

## New Faces

### Dianne Whitney, Regional EEO Counselor



I am pleased to continue a long career involving diversity and civil rights issues as the Regional EEO Counselor in the Office for Diversity and Civil Rights. I've worked for the government for more than 20 years in a number of positions, including Labor Relations Specialist, Equal Employment Opportunity Specialist, and Chief EEO Counselor. I am also a certified mediator, which means I am able to help resolve EEO-related disputes.

As Regional EEO Counselor, I hope to continue to provide the same kind of quality customer service that has become the backbone of Diversity Office interactions.

Whether you're a manager who needs training/resources or an employee who needs EEO counseling, I am here to help you with a number of special programs, such as pre-complaint counseling, alternative dispute resolution, mediation, complaint processing, and complaint resolution. I look forward to working with you. Please feel free to contact me at 503/231-2081.



## Putting the Past to Work

*Attracting new partners and audiences to your outreach event*

By Virginia Parks

What's your focus when you're planning an outreach event? On a refuge, it's probably birds. At a hatchery, no doubt it's fish. There's something else you could be thinking about, though. People. "Well, of course I think about people," you say. But I'm talking about ancient people. They can bring new partners and new audiences to the event.

Many areas have a rich cultural heritage, a human relationship established with the land long before it was set aside for wildlife.

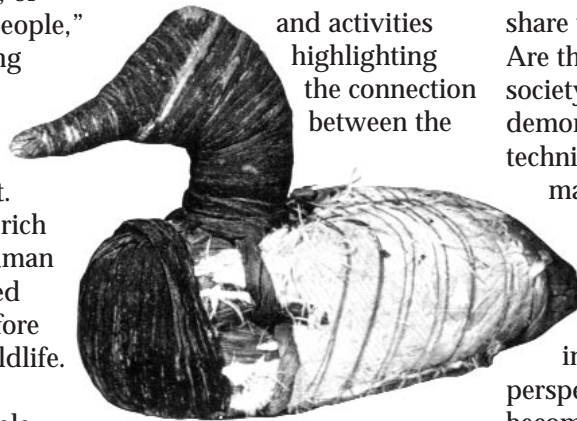
Consider Stillwater NWR in Nevada. People have lived in the Stillwater wetlands for thousands of years, attracted by its water, climate, and abundant plant and animal resources. Today, over 350 archaeological sites bear testimony to this long habitation.

For two years, Stillwater's annual Spring Wings Bird Festival has attracted history buffs, students, and families by offering information and activities that focus on past human use of the marsh. Once "hooked" into coming by the refuge's cultural heritage, many non-traditional visitors discover some of the other reasons why a bird festival is such fun. As for the birders, many are fascinated to learn how previous inhabitants used the area's wildlife resources.

The Fallon Paiute-Shoshone Tribe is our partner in developing the "heritage

hook" that complements the festival's basic natural history messages. Last year's events included performances by the Tribe's youth dance and drum groups, hands-on

demonstrations and activities highlighting the connection between the



*2000-year old decoy*

natural and cultural history of the Stillwater Marsh, and a popular Indian taco stand run by the young dancers.

To draw new visitors we developed and distributed a festival-focused teacher's packet to third through fifth grade teachers. It includes an activity guide with natural and cultural history lesson plans, copies of the interpretive booklet "People of the Marsh," and an invitation for students to participate in a coloring contest.

Over 80 students took part last year, many of whom brought their parents to the event to see if they'd won. The contributions of the children and tribal members really enriched the visitor experience by offering different perspectives.

Don't overlook outreach opportunities at your station

or within your community to include the voices of other groups who have lived on or from the land. Is there a local tribe actively involved in interpreting its culture? Can you find a decoy maker or basket weaver willing to share traditional knowledge? Are there local historical society members who can demonstrate pioneer techniques for drying fish or making rope from native fibers?

Recognizing the value of your area's cultural legacy and incorporating different perspectives really can become a tool for increasing appreciation of its natural legacy. Need ideas? Make time to call the Region 1 Cultural Resources Team for help at 503/625-4377. **O**

*Virginia Parks is an archeologist with the Region 1 Cultural Resources Team.*



Photo by: Virginia Parks

*Hands-on activities and coloring contest entries focus on cultural heritage (on back wall) at the Spring Wings Bird Festival.*

## Promote Diversity Achievements



*Don't overlook opportunities to share in-house successes*

By Joan Jewett

*"...consider  
publications that  
focus on  
minority groups,  
natural resource  
professionals,  
or special  
interests..."*

Those of us who regularly deal with the news media tend to get a myopic view of what is news and what isn't. If it's not a controversial endangered species issue or some intrigue over development vs. nature, it tends not to register on our radar screens. That's understandable, considering the daily deluge of these issues. But it's not an excuse for overlooking opportunities to publicize the many positive things happening in the Pacific Region.

I realized this recently after considering whether to do a news release about Region 1's receipt of the Director's Equal Employment Opportunity Award. The award is given for making significant contributions to diversifying the region's workforce. Regional Director Anne Badgley and Dana Perez, the assistant regional director of the Office for Diversity and Civil Rights, deserve public recognition for this tremendous accomplishment.

But in my role as the region's Public Affairs Chief, I decided not to do a news release. Why? I didn't feel that newspapers would be interested in doing a story about our in-house award. Upon reflection, I realized that I failed to think beyond the traditional daily news media for possible placement of these stories. I didn't consider

publications that focus on minority groups, natural resource professionals, or special interests, such as birding, hunting or fishing.

These types of publications would value the human interest stories behind this award, particularly stories about Service employees who are blazing new trails. By sharing these accomplishments, we could illustrate our larger message: The Service is making strides at diversifying its workforce and perspective.

I've made this a focus of the Media Corner because it allows me to appeal for your help in getting out stories about the Service's work and dedicated employees.

There is so much happening in Region 1 that it's impossible for your Public Affairs staff to stay on top of newsworthy events in your area. So please, share the good news with us! To do our jobs well, we need you.

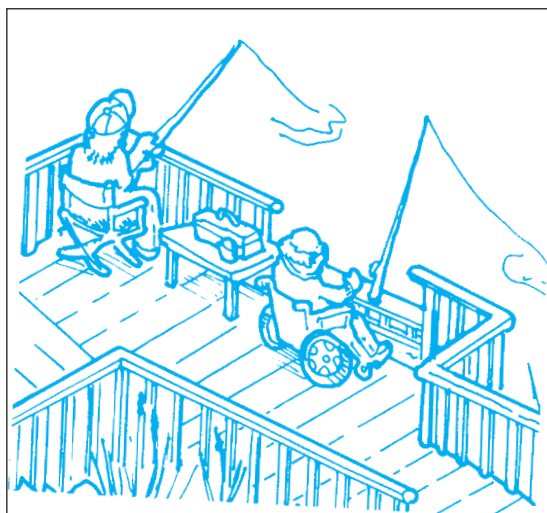
- If you subscribe to or know of a special-interest publication that runs stories on people involved in natural resource work or the related fields of hunting, fishing or birding, let us know about it.
- If you or your co-workers are involved in a unique project, send us a message describing it.
- If you know of someone in the Service who is the "first" at something, tell us.
- If you or somebody else in the Service has accomplished something rare and wonderful that embodies the agency's mission, share it with us.

We may not always be able to find a home for your story or idea. But one thing is certain: If we don't know about it, we can't promote it.

Please let us hear from you. Call the Public Affairs Office at 503/231-6121 or send E-mail to me, Rick Coleman, or Jenny Valdivia.

Together we can get the word out, through all types of publications and coverage, about the great work the Service does and the diverse people who work here.

*Joan Jewett is chief of the Public Affairs Office in External Affairs.*



Line art from A Design  
Guide: Universal  
Access  
to Outdoor  
Recreation, from  
MIG Communications

***Don't miss chances to share your diversity successes with the media. Building a new, accessible fishing platform is newsworthy!***



## New Female Fire Chief

In an *Out & About* issue focused on diversity, it's fitting to announce that Region 1 has broken new ground by hiring the Pacific Region's first female fire coordinator.

Pam Ensley, most lately of the U.S. Forest Service, was selected the regional fire management coordinator and chief of the Branch of Fire Management within Refuges. Ensley brings a strong set of management skills and plenty of experience with fire operations to the job.

## Region Receives Industry Award

When Director Anne Badgely said at a news conference, "It's a no brainer: salmon (and other native fish and wildlife) do better in a free-flowing river...", she was just calling it like she saw it in regards to the operation of four Army Corps of Engineers dams on the Lower Snake River.

Little did she know that this forthright statement and similar candor in a draft Federal Coordination Report would win an award.

She was on hand at a breakfast meeting of the Northwest Sportfishing Industry Association to accept an award given to her and the Service in appreciation for having the "integrity, leadership, and courage" to advocate that breaching these four Corps dams was the best alternative for the area's fish and wildlife resources.

## DCR Web Page On the Way

Need some quick information about diversity issues? This spring Service employees, applicants for employment, and the general public will soon be able to point, click, and surf on the Office for Diversity and Civil Rights' (DCR) Web page.

The site will include a guest book, question and answers section, and information about the office staff, programs, complaints

management, student programs, affirmative employment, environmental justice, and more. Watch for E-mail announcing access to this new site.

## Report Student Outreach Efforts

Did you know that someone wants to know about *any* outreach efforts involving students? If you participate in a student-related activity, whether an education program, class tree planting, or a local job fair or career days, please E-mail a short note to Mandy Olund in the Diversity Office.

The Diversity Office tracks outreach efforts related to K-12 schools, colleges, and universities as a requirement of the regional and Service *Vision for Diversity* action plan, and includes this information in the region's monthly report to Director Clark. Please provide the name of the school, event title, purpose, and specify the number that attended the event.



## More New Faces

### *Scott Aikin, Native American Affairs Liaison*

**I** am an enrolled member of the Prairie Band Potawatomi Nation, located

in northeast Kansas, and a Traditional Dancer and Singer. After receiving my wildlife biology degree, I worked as a cooperative education student for the Service, then became assistant refuge manager of Klamath Basin NWRC. I left the Service in 1993 and recently served as tribal administrator for the Table Bluff Reservation — Wiyot Tribe. It is good to be "home" with the Service.

I'd like to build strong relations between the Service and Tribes in the Pacific Region, beginning by improving awareness of and finding ways to implement Secretarial Order 3206 and the Native American Fish & Wildlife Policy; both are useful tools for improving interactions with Tribes.

I would also like to share Tribal successes in working with natural resources. There are many opportunities to develop compatible programs between Tribes and neighboring Service-owned lands. I invite you to contact me at 503/231-6123.

## Partnering...

Continued from Page 1

### Godwit Days

**When:** April 14-16

**Where:** Arcata, CA

**Contact:** City of Arcata  
707/822-4500

### Procession of the Species

**When:** April 15

**Where:** Olympia, WA

**Contact:** 360/705-1087

### Walker Lake Loon Festival

**When:** April 15

**Where:**

Walker Lake, NV

**Contact:** Larry Neel  
775/423-3171 ext. 250

### Procession of the Species

**When:** April 22

**Where:** Portland, OR

**Contact:** 503/452-4483

### Earth Day

**When:** April 22

**Where:** Nationwide

### Kern Valley Bioregions Birding Festival

**When:** April 28-30

**Where:** Weldon, CA

**Contact:**  
Festival Coordinator  
760/378-3044 or <http://frontpage.light-speed.net>

Grambling State University in Louisiana and the Cooperative Fisheries Project at the University of Arkansas, Pine Bluff.

CRUs are also an excellent resource for the Student Career Experience Program (SCEP), which was established to recruit high quality government employees, support equal employment and educational opportunities, and expose students to public service careers.

SCEP provides students with a chance to work with biologists and often helps define their career and educational goals. Field offices benefit because they are able to recruit, select, and work with qualified students, before offering them a permanent position.

### SCEP REALLY WORKS

In 1998, the Carlsbad Fish and Wildlife Office welcomed its first SCEP student. Styron Bell, a senior majoring in wildlife biology, was also a trainee at the Grambling Cooperative Wildlife Project. After being recruited by Carlsbad staff during an outreach trip to Grambling, he came west to work on the office's endangered species database. He graduated in Fall 1999 and will be working at a Region 1 office soon.

Since then, the Carlsbad office welcomed two new SCEP students. Erin King joined the staff through a partnership with a local university. Daniel Marquez, a biology student from the New Mexico State University, was recruited at the Third Annual Conference on

### Learn More About SCEP

- Familiarize yourself with SCEP brochures, posters, and the Service's guidance document recently provided to field stations.
- Work with your designated SCEP coordinator to recruit, hire, convert, or place students: Linda Watters (ARW-503/231-6169); Denny Lassuy (AFR-503/872-2766); Bill Zimmerman (ALE-503/231-6125); or the programmatic SCEP coordinators at each ES field station.
- Get approval from your PARD, GARD, or the CNO to convert and place all SCEP participants.
- Contact Mandy Olund, regional SCEP coordinator, for information at 503/231-2260.

Natural Resources and Cultural Heritage sponsored by the Hispanic Association of Colleges and Universities — another great resource for locating minority applicants.

Erin King has become an integral part of the office's habitat conservation planning program. After she graduates in May 2000, she will be converted to a full-time, permanent biologist.

When asked about SCEP, King shared her feelings forthrightly. "Being a SCEP student has opened up possibilities to me that I didn't realize existed, and has strengthened my desire to be a conservation biologist.

"I've been able to support work on the burrowing owl, the Quino checkerspot butterfly, and environmental contaminants. I've been exposed to many field techniques, writing reports, and talking with the public.

"The people I've met have been helpful and have taught me a lot through their passion and dedication to their work."

The benefit of this program can be measured by the quality and professionalism of the biologists it produces. SCEP offers an outstanding tool to bring workforce diversity within our reach and accomplish projects that directly support the Service's conservation mission.

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*Shawnetta Grandberry is the information and education specialist at the Carlsbad Fish and Wildlife Office and a graduate of the Grambling Cooperative Wildlife Project.*

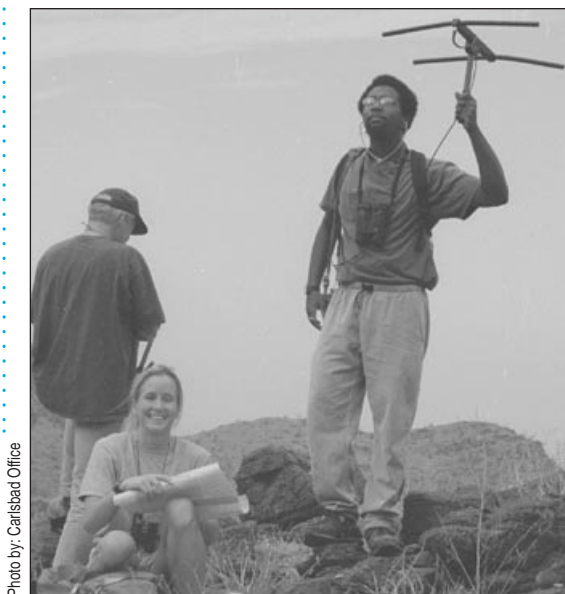


Photo by: Carlsbad Office

**SCEP student Styron Bell (right) assists with telemetry tracking projects.**

# Using Scanned Photos

*Submitting E-photos for publications and Web pages*

By Kendal Morris

**M**ore and more of us are using scanned photographs for printed and electronic publications.

Scanned photos enable us to put on a more professional face, especially for Web pages and in-house publications.

But photos scanned in-house shouldn't be used for all of your publication needs. With high quality printed pieces, such as full color refuge or hatchery general leaflets, high-resolution drum scans are prepared using the original photos and slides. Your typical office scanner can't match the optics and software of a \$25,000 drum scanner!

Consider these guidelines when scanning photos for Web pages, in-house newsletters, flyers, or short run publications:

**Submit scans in their original file format (TIFF, JPEG, GIF, etc).** Images placed into Wordperfect or other page-layout programs are altered, making them difficult to use.

**Use the TIFF file format for printed publications for the best results.** The JPEG format is best for Web pages. However, if you plan to print a publication on a desktop printer, JPEG and GIF formats are acceptable, but make sure the scanning resolution is set as high as possible (see next paragraph). Bump up the Image Quality option on your printer to the highest setting.

**Scan the photos at the proper resolution.** Resolution is a setting that relates to

capturing detail. The most common problem with scans is that the resolution is not set high enough. A resolution of 72 dpi is fine for the Web, but the photos may look fuzzy or "bitmapped" in print. Photos for printed pieces should be scanned at a resolution of 300 dpi or more.

**Scan images at a larger size than they will appear, when possible;** 200 percent of final size works well. If you need to save space and are printing on a desktop printer, you can scan at the actual size you want in the final product. Remember, having a high resolution scanner won't help if you scan the image at a much smaller size than it will appear in print; once you enlarge the scan, you will lose clarity and detail.

**Avoid downloading photos from the Web for use in printed publications;** the file sizes are too small. Even if they look great on your monitor, they normally don't look good in print.

**Check your E-mail block limit if you plan to attach a scanned photo file.** This will help assure that your program won't "choke" on large attachments. You may need to send only one attached file per E-mail.

Using E-photos is a new world for many of us. Feel free to contact EPIC for additional tips or help with problems.

*Kendal Morris is a visual information specialist at EPIC.*

## Basics of Working with the News Media

Get tips on how to improve relationships with media representatives and handle controversial issues covered by journalists.

**Where:** Shepherdstown, WV

**When:** May 9-10, 2000; register by March 13.

**Contact:** Sharon Howard at 304/876-7494  
or sharon\_howard@fws.gov

## Congress and the Field Office

Improve communications with congressional district offices. Identify contacts, design an outreach plan, and help staff members to address constituent needs.

**Where:** Shepherdstown, WV

**When:** May 11-12, 2000; register by March 15.

**Contact:** Sharon Howard at 304/876-7494  
or sharon\_howard@fws.gov

## Speech Writing for the Natural Resource Manager

Learn how to write effective speeches about resource policy and issues. Get comments from other class participants.

**Where:** Shepherdstown, WV

**When:** May 31-June 2, 2000; register by April 3.

**Contact:** Sharon Howard at 304/876-7494  
or sharon\_howard@fws.gov

## Interpretive Writing & the Process of Interpretation

The course gives tips about interpretive writing and how to write for a variety of audiences using memorable images and ideas.

**Where:** Shepherdstown, WV

**When:** June 12-14, 2000

**Contact:** Sharon Howard at 304/876-7494  
or sharon\_howard@fws.gov



*“Well-designed,  
accessible  
facilities are  
probably among  
the most  
significant  
outreach tools  
available today!”*



Printed on recycled paper

## Designing...

Continued from Page 1

### TRAIL CONSIDERATIONS

Since the main interpretive trail at the refuge was lost to the flood, the refuge staff agreed to replace it by recontouring and upgrading an existing trail so that the one-mile loop would be accessible.

Pete Weher, a landscape architect in Region 1's Engineering Office, became the project manager and helped us through the planning process. We decided to make the entire loop a wooden boardwalk to avoid changes in trail surface that are challenging for those with mobility difficulties. We also planned special crossings at maintenance road intersections to ensure an uninterrupted trail surface.

The trail width would be wide enough to accommodate two wheelchairs, side by side. To maximize viewing, the railings would be as low as safety requirements would allow. Accessible viewing scopes would be used (they're also great for people under 4 feet tall) and benches would be placed so wheelchairs could get all the way around them.

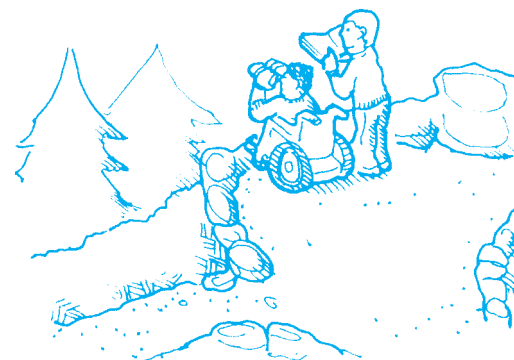
### BUILDING CONSIDERATIONS

At Nisqually NWR, the designers had a much easier time planning and building accessible facilities because they were new. “We did not have to cope with some of the challenges of trying to retrofit existing facilities,” said Pete Weher, “so they would comply with the law.”

Considerations, big and small, can make a difference. In addition to conventional accommodations, such as well-located disabled parking spaces and accessible restrooms, we gave special thought to our structures.

Building entrances are ramped and the inside of the buildings are spacious, with no barriers. Counter tops in public areas are on two levels to make it easier to talk with children and people in wheelchairs. Sinks

*Lower counters (top) and accessible viewing scopes (below) are good for kids, too.*



have enough space underneath to fit a wheelchair. And sidewalks don't have curbs; they are flush with the road. All these design features are aesthetic and work well for all types of visitors.

### HELP IS AVAILABLE

Whether you're building new or retrofitting old facilities, help is available. Nisqually NWR's project started off correctly because the staff had an interest and desire in having top-of-the-line, fully accessible facilities. We realized our hopes by drawing on the expertise of Regional Office staff, local contract architects, and people in the community who are disabled.

For instance, Rory Calhoun, a state recreation accessibility specialist who uses a wheelchair, visited us several times to provide advice on the height of the railing along the trail and viewing scope placement.

Members of Region 1's Office for Diversity and Civil Rights staff are available for phone consultations and can visit your site to do a pre-evaluation *before* you build or retrofit your facilities. The Office of Engineering and EPIC both have design staff who are familiar with federal accessibility requirements.

NCTC and the National Park Service offer training and workshops on ADA requirements and accessible facilities. Visiting other facilities can also provide ideas and contacts for improving your site.

We often think of trainings, websites, or other resources as outreach tools of the trade. At Nisqually NWR, we've realized that well-designed, accessible facilities are probably among the most significant outreach tools available today!

*Sheila McCartan is an outdoor recreation planner at Nisqually NWR.*

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Photo by: Diversity Office



Photo by: Nisqually NWR

